



USAG-AK

# WORKFORCE BRIEF

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## PUBLIC WORKS





# WHY ARE WE HERE???

- **ESPC**

- **Steam System Shut Down**
- **Power Generation**

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- **UTILITIES PRIVATIZATION**

- **Water, Waste Water, Natural Gas**
- **Electrical Power and Distribution**





# What we know about ESPC

- The Steam System will be shut down 15 September.
  - ✓ Schools are off steam system – ready
  - ✓ Building 640 temporary steam approved – 8 September.
  - ✓ ESPC Negotiations are nearing completion...
- ML&P will provide Power beginning 30 September
- Power and Steam Production to cease 30 September
- Mothball Plant and Steam System 1 October 2003





# WORST CASE...

Title	Job Series	Grade	#Positions
UTIL PLANT GFMN	WS 5401	16	1
UTIL PLANT GFMN	WS 5401	15	1
H&PP MAINT FMN	WS 5401	10	5
BLR PLT EQ MECH LDR	WL 5309	10	1
ELEC PWR CNTRLR	WG 5407	11	5
INST MECH	WG 3359	11	1
BLR PLT EQ MECH	WG 5309	10	6
BLR PLT OPERATOR	WG 5402	9	5
ELECTRICIAN (HV)	WG 2810	11	1
PWR PLT OPERATOR	WG 5401	10	5
ELEC IND CNTRL MECH	WG 2606	11	1

Total 32

IMPACTS WILL BE SOFTENED BY INCREASING STAFF TO SUPPORT  
CONTRACT ADMINISTRATORS, PLANT CARE TAKERS / FM PLANT  
OPS, WTP SUPPORT, VERA / VSIP, AND FORT WAINWRIGHT.





# ***ESPC “CONCEPTUAL” TIMELINE***

- Today – Employee Briefing
- Sep-Oct 03 – MOCK RIF Completed
- Oct-Nov 03 – VERA Request to USARPAC
- Date TBD – CPAC Employee briefings
  - (How the VERA VSIP and RIF are done)
- 8 Dec 03 – CPAC Employee Briefings
  - (Who the VERA VSIP will affect)
- 15-18 Dec 03 – VERA VSIP Window
- 18 Dec 03 – Cut Off for OPF updates
- 18 Dec 03 – PW Management Study Complete





# ***ESPC “CONCEPTUAL”***

## **TIMELINE - continued**

- 22 Dec 03 – Final approval/disapproval of VERA/VSIP applications
- 29 Dec 03 – VERA/VSIP RPA's to CPOC
- 12 Jan 04 – CPOC Completes RIF
- 15 Jan-6 Feb 04 – RIF Notices issued/PPP Registration
- TBD – Earliest Release of VERA/VSIP Recipients
- 15 Mar 04 – RIF Effective Date





# What we know about Utility Privatization

- Split into two “bundles”
  - Water Production, Water Distribution, Waste Water, and Natural Gas
  - Power Plant Operations and Power Distribution
- Economics to drive final decision
- IF PRIVATIZED,
  - Contract would require “Right of first refusal”
  - RIF scheduled to coincide w/ Contractor take over





# UTILITIES PRIVATIZATION “CONCEPTUAL” TIMELINE

- Request for Proposals issued - September 03
- Proposals due back - February 04
- Proposal evaluation - May 04
- Negotiate proposal - July 04
- Privatization decision - August 04
- Employee notification of results - August 04
  
- If In-House is selected... Status Quo
  
- If a Contractor is selected
  - **Transition to Contract - August 04 to March 05**
  - **Begin RIF Timeline - September 04**
  - **Contractor Operation / RIF effective - March 05**







# Things YOU need to look at...

- OPF update
- Complete a Resume' (OPF and Resumix)
- VERA/VSIP???
- Complete a Retirement package
- Relocate to Fort Wainwright?





# EMPLOYEE CHECKLIST

- ✓ Preliminary Personnel File Update with Natalie Hardy
  - ✓ Training
  - ✓ Awards
  - ✓ Appraisals
- ✓ Build a Resume in the Resumix system
- ✓ Print a Hard Copy Resume to bring to CPAC – Tom Fisher
- ✓ Review your Official Personnel File at CPAC with Tom Fisher and drop off your hard copy Resume
- ✓ Ensure Hard Copy of Resume was placed in personnel file
- ✓ Thinking about Retiring? Make an appointment with Natalie or Kim to get your Retirement Package together

Please see Handouts for additional information.

If you have any questions, please see Kim George or Natalie Hardy  
in the

Human Resource Office, Building 730  
or call

Natalie Hardy 384-3026 or  
Kim George 384-6931

